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stretched out and made to constitute the whole of I. W. W.-ism. In reality they are only a minor part of the creed." Perhaps this is true, but is it possible to make such a sharp differentiation between creed and its mode of expression, which is almost entirely destructive?

Dr. Brissenden attacks the position of the prosecutors of the I. W. W. and the liberals who would kill I. W. W.-ism by kindness. "The improvement of working conditions in the mines and lumber camps would tend to eliminate the cruder and less fundamental I. W. W. activities, but it would not kill I. W. W.-ism." In De Leon's phrase it would put it on the "civilized plane." Every one who is familiar with the growth of quasi-syndicalist ideas within conservative trade unions will agree.

The book has a large bibliography and interesting appendices, including selections from the I. W. W. song-book.

SOLOMON BLUM.

University of California.

NEW BOOKS

ANDREWS, J. B. *Labor problems and labor legislation.* (New York: American Association for Labor Legislation. 1919. Pp. 136. 10c.)

ARNOT, R. P. *Facts from the coal commission.* (London: Miners' Federation of Great Britain. 1919. 6d.)

ATTERBURY, W. W. *The rights of those who labor. An address delivered before Department Number 2 of the Pennsylvania Railroad Woman's Division for War Relief.* (Philadelphia: Penn. R. R. Branch Y. M. C. A. 1919. Pp. 9.)

BLOOMFIELD, M. *Management and men.* (New York: Century Co. 1919. Pp. xv, 591. \$3.50.)

The title is inappropriate, for the book is a discussion of industrial conditions in general and of labor conditions in particular in Great Britain during the last years of the war and the first few weeks following the armistice. More than half of the volume consists of an appendix or source book of material which is used by the author as a basis for discussion. Footnotes make reference easy, and the arrangement is satisfactory, for it does away with the necessity of turning to other books and at the same time frees the text from the encumbrance of too much documentary material. There is much here that would be difficult for the average reader to obtain elsewhere. The index provided is too brief to serve satisfactorily the large mass of material presented.

The six chapters of text are most readable. In the first chapter, on From War to Work in Great Britain, are presented some of the important problems facing the British industrial world; such as the

housing problem, even more acute in Great Britain than it is here; women in industry, a question that the war has greatly increased in importance; alcoholism, one of the national curses of Great Britain, and the effects of which will be more noticeable in the future, if it is not curbed, because of the adoption of prohibition in this country. In the chapter on More Output is discussed the necessity of more output during the war and how this was met, taking up the question of the former restrictions laid by the trade unions on production and their being voluntarily given up during the war on the government's promise to restore them at its close. The continued necessity of large production during peace times is shown, and Mr. Bloomfield questions whether these restrictions will ever be revived in full vigor, believing that the working man himself will see their folly.

Under Sidelights on Industry in Great Britain are treated the demands of the men for a greater knowledge of modern business; also the coöperative store movement. The Control of the Job is the title of a chapter on the various agencies of the government, of employers, and of the men for meeting the present problems. The chapter on As the British Employer Sees It contains many quotations from expressions of opinion by British employers, the general tenor of which is that employers and employed are going to get together as never before for the solution of the problems which are confronting both. The last chapter, How British Labor Sees It, deals with the political action of British labor, the position of the British Labor party, and the differences between the British and American labor organizations.

Mr. Bloomfield is very optimistic in his opinion of the probability of the solution of the difficulties which now exist between employers and employed in Great Britain.

PAUL M. ATKINS.

BLOOMFIELD, D. *Selected articles on employment management*. (New York: H. W. Wilson Co. 1919. Pp. xx, 507. \$1.80.)

The articles are gathered principally from periodical literature but certain government publications have also been drawn upon. The collection shows discrimination and an intimate acquaintance with current literature, and will be valuable for students in university courses and as a reference book for employment managers.

The articles are classified under the following headings: Foundations of Employment Management, Aims of the New Science, Problems of Labor Maintenance, The Employment Manager, The Employment Department, The Supply of Workers, Placement-Promotion-Conclusion of Employment, How to Figure the Labor Turnover, The Cost of Labor Turnover, Medical Examination of the Workers, The New Foremanship, Coöperation in Management, Maintaining the Working Force, Service Features.

A secondary but important part of the book is a bibliography of recent literature, classified in a manner very similar to that given above. There is also a list of the employers associations, and the

appendix contains a collection of very suggestive forms for use in an employment department. The poorest part of the book is the index which is much too meager for the quantity of material presented. P. M. A.

CARSON, J. O. *Internal law of trade unions; law of injunctions, picketing, boycotts and conspiracies as found in labor cases, with leading illustrative cases.* (Indianapolis: The author. 1919. Pp. 658.)

CARTWRIGHT, G. W. *Mutual interests of labor and capital.* Second edition, revised. (Los Angeles: Mutual Interests Association, 703 Van Nuys Bldg. 1919. Pp. 139. \$1.)

COHEN, J. H. *An American labor policy.* (New York: Macmillan. 1919. Pp. 110.)

Recognizes that both employers and labor must be organized. The right of employers to discharge and the right of labor to strike should be limited. Recommends that collective agreements be made which shall be registered with a public body and if approved these agreements shall have the validity of legal binding obligations. The author has had abundant experience as counsel for employers associations in the clothing industry in New York, and was active in the development of the protocol in the cloak and suit industry.

COLVIN, F. H. *Labor turnover, loyalty and output; a consideration of the trend of the times as shown by the results of war activities in the machine shops and elsewhere.* (New York: McGraw Hill. 1919. Pp. 152. \$1.50.)

COOPER, W. R. *The claims of labour and of capital.* (London: Constable. 1919. 2s. 6d.)

DESPLANQUE, J. *Le problème de la réduction de la durée du travail devant le parlement français.* (Paris: Rousseau. 1919. Pp. 558. 15 fr.)

HENDERSON, A. *The peace terms.* (London: The Labour Party, 33 Eccleston Sq. 1919. Pp. 11. 2d.)

HOLME, J. B. *British scheme for self-government of industry; and its counterpart in New South Wales.* No. 2. (Sydney: N. S. W. Board of Trade. 1919. Pp. 35.)

HUTCHINSON, E. J. *Women's wages. A study of industrial women and measures suggested to increase them.* Columbia University studies in history, economics and public law, vol. LXXXIX, no. 1. (New York: Longmans. 1919. Pp. 179. \$1.50.)

To be reviewed.

IOTEYKO, J. *The science of labour and its organisation.* (New York: Dutton. 1919. Pp. viii, 199. \$1.60.)

JENKINS, F. W. *Industrial hygiene. A bibliography.* (New York: Russell Sage Foundation Library. 1919. Pp. 4.)

KAHN, O. H. *Capital and labor a fair deal.* (New York: The author, 52 William St. 1919. Pp. 20.)

LEITCH, J. *Man-to-man. The story of industrial democracy.* (New York: B. C. Forbes, 299 Broadway. 1919. Pp. 249. \$2.)

To Mr. Leitch industrial democracy means in general the granting to the workers, by the management of industrial plants, a certain share in the determination of working conditions and even of wages, hours, etc. Specifically it means to him the particular type of industrial representation, patterned by analogy upon the model of our federal government, and comprising a "cabinet" of the company's executive officers (with absolute veto power), a house of representatives elected by the workers, and a senate made up (*ex officio*) of under-executives, department heads, and sub-foremen. This form of representation he has installed in over twenty establishments of very diverse type, a few of which he enthusiastically describes. Naturally Mr. Leitch, who is something of an optimist, sees his own plan in its best light and does not dwell upon its possible defects. That it will not at once bring on a millenium of industrial peace and goodwill is indicated by the fact that a combined strike and lockout is now (October, 1919) in progress in one of the plants in which he describes "industrial democracy" as having been most highly successful. This, however, is not necessarily a criticism of Mr. Leitch's plan alone. It is only proof that any system of employee representation which does not involve the closed shop, collective bargaining with organized labor, and an unmistakably genuine share in management for the workers may fail to produce permanent results.

Mr. Leitch's book is written in the breezy, straight-out-from-the-shoulder style of a man "selling an idea." It is uncritical and does not delve to bed rock in the psychology of the labor situation, but it is suggestive and worth reading.

A. B. WOLFE.

LINGLE, T. W. *Studies in the social and industrial conditions of women as affected by the war.* (Chapel Hill, N. C.: North Carolina University, Bureau of Extension. 1919. 25c.)

MCIVER, R. M. *Labor in the changing world.* (New York: Dutton. 1919. Pp. x, 230.)

NEARING, S. *Labor and the league of nations.* (New York: Rand School of Social Science. 1919. Pp. 47. 10c.)

PARSONS, CAPT. *Revolution: industrial and political, viewed from both sides. Handbook on the new era, for shop stewards, trades-union leaders, and capitalists.* (London: British Empire Union. 1919. Pp. 64. 9d.)

PROBUS. *La constitution syndicale de la France.* (Paris: Grasset. 1919. 1 fr.)

RYAN, W. P. *The Irish labor movement from the 'twenties to our own day.* (Dublin: Talbot Press. 1919. Pp. 266. 4s. 6d.)

SCHERESCHEWSKY, J. W. *Industrial hygiene. A plan for education in the avoidance of occupational diseases and injuries.* Reprint No. 302 from the Public Health Reports, October 1, 1915. (Washington: Supt. Docs. 1919. Pp. 8.)

STODDARD, W. L. *The shop committee. A handbook for employer and employee.* (New York: Macmillan. 1919. Pp. 105. \$1.25.)

To quote the writer in the foreword, "This book is neither a treatise, a history, nor a complete study of the shop committee movement in the United States and abroad. It is primarily a handbook, designed to present only the essential principles and facts about this movement to those who desire to know what shop committees are and how they work in a few of the many instances in which they have been established." Mr. Stoddard has been very successful in conforming his book content to this design. His presentation is concise. The reader has the satisfying sense that the writer has confined himself to those facts which are unescapably fundamental to an understanding of the subject.

Unlike many handbooks, the book is not encyclopedic in form, but rather follows an entertaining historical-descriptive-expositional sequence. The opening chapters tell of the early beginnings of the shop committee movement in England and the work of the War Labor Board in America. An excellent chapter follows on the general principles involved, after which the basis of representation is discussed and four operating plans are described in detail. Valuable concrete information regarding election machinery and procedure is presented, the treatment closing with a statement of significant incidents occurring in plants where shop committees are operating, and a straightforward discussion of the relationship between the shop committee and the unions.

Brief, concrete, practical, the book finds welcome in the hands of the novice, who, beset and confused by the multitude of copious generalizations on the subject which fill the press, desires to grasp the essentials of the problem which clamors so insistently for consideration and solution in our present-day American industries.

E. H. SCHELL.

VALDOUR, J. *La vie ouvrière. L'ouvrier agricole.* (Paris: Rousseau. 1919. Pp. 309. 75 fr.)

WEBB, MRS. S. *The wages of men and women. Should they be equal? Minority report of the War Cabinet Committee on Women in Industry.* (London: Fabian Bookshop. 1919. 1s. 2d.)

WILSON, W. B. *The labor outlook for 1919.* (Washington: Supt. Docs. 1919. Pp. 15.)

WING, G. S. *Applied profit sharing.* (Cleveland, O.: Gardner Press, Caxton Bldg. 1919. Pp. 15.)

American company shop committee plans. (New York: Bureau of Industrial Research. 1919. \$1.)

- The economic structure of the league of nations.* (London: Labour Party, 33 Eccleston Sq. 1919. Pp. 46. 1s.)
- Hours and health of women workers.* (Springfield, Ill.: Legislative Reference Bureau. 1919. Pp. 120.)
- Hours of work as related to output and health of workers: metal manufacturing industries.* Research report 18. (Boston: National Industrial Conference Board. 1919. \$1.)
- The industrial council plan in Great Britain; reprints of the report of the Whitley committee and of related documents.* (New York: Bureau of Industrial Research. 1919. Pp. 132. 25c.)
- Industrial health and efficiency; final report, health of munition workers committee, Ministry of Munitions, Great Britain.* (Washington: Supt. Docs. 1919. Pp. 374.)
- Labour legislation in Canada for the calendar year 1918.* (Ottawa: Dept. Labour. 1919. Pp. 152.)
- The Labour party. Agenda for the nineteenth annual conference, June 25, 1919.* (London: Labour Party. 1919. Pp. 31.)
- Labour and the peace treaty, containing the text of the Southport conference.* (London: Labour Party. 1919. Pp. 15. 2½d.)
- The Labour year book 1919.* (London: Labour Party. 1919. Pp. 463. 3s. 6d.)
- Memorandum on the industrial situation after the war.* (London: Garton Foundation. 1919. 2s.)
- New York labor laws enacted in 1919.* (Albany, N. Y.: Dept. of Labor. 1919. Pp. 72.)
- Proceedings of the seventh annual convention of the Louisiana State Federation of Labor, April, 1919.* (Shreveport, La.: E. H. Zwally. 1919. Pp. 67.)
- Unemployment: Reconstruction pamphlets, no. 3.* (Washington: Committee on Special War Activities, National Catholic War Council. 1919. Pp. 16.)
- Women in industry. Report of the War Cabinet Committee on Women in Industry.* (London: Wyman. 1919. 1s. 6d.)
- Le problème du travail féminin.* (Paris: Association Française pour la Lutte contre le Chômage. 1919.)

Money, Prices, Credit, and Banking

- War Borrowing: A Study of Treasury Certificates of Indebtedness of the United States.* By JACOB H. HOLLANDER. (New York: The Macmillan Company. 1919. Pp. vi, 215. \$1.50.)
- A comprehensive account of the successive issues of certificates and liberty bonds during the course of the war to the end of Oc-